APPROVED FOR RELEASE
30 OCTOBER 2013
AR 70-14 12 3

Executive Registry 78 - 9641/5

23 August 1978



MEMORANDUM FOR: Director of Central Intelligence

FROM

: Edith M. Schneider

Federal Women's Program Manager

SUBJECT

: Suggestions from Congressional Women's Caucus and

the Director of Federal Women's Program

1. As you requested, the following is a list of suggestions concerning women made at recent meetings with the Congressional Women's Caucus and the Director of the Federal Women's Program, Civil Service Commission.

## a. Hire more women recruiters:

At present three of the 17 recruiters are female (18%).

- b. Draw on the talent of women professionals and specialists when awarding study contracts, seeking consultants for NIE's, etc.
- c. Utilize the faculties of women's colleges, especially in science, as resources for recruiting women:

Recruiters are presently responsible for exploiting these sources. Influencing factors are the paucity of women in the scientific disciplines, the competition with industry and the relationships with university management.

d. Determine whether men and women in the maintenance force are paid on the same scale:

The Office of Personnel reports that our maintenance force is comprised of GSA employees.

e. Develop women professionals already on board to ensure they receive the assignments and training to enable them to compete for management positions.



23 August 1978

MENORANDUM FOR: Director of Central Intelligence

FROM

: Edith M. Schneider

Federal Women's Program Manager

SUBJECT

: Suggestions from Congressional Women's Caucus and

the Director of Federal Women's Program

1. As you requested, the following is a list of suggestions concerning women made at recent meetings with the Congressional Women's Caucus and the Director of the Federal Women's Program, Civil Service Commission.

a. Hire more women recruiters:

At present three of the 17 recruiters are female (18%).

- b. Draw on the talent of women professionals and specialists when awarding study contracts, seeking consultants for NIE's, etc.
- c. Utilize the faculties of women's colleges, especially in science, as resources for recruiting women:

Recruiters are presently responsible for exploiting these sources. Influencing factors are the paucity of women in the scientific disciplines, the competition with industry and the relationships with university management.

d. Determine whether men and women in the maintenance force are paid on the same scale:

The Office of Personnel reports that our maintenance force is comprised of GSA employees.

e. Develop women professionals already on board to ensure they receive the assignments and training to enable them to compete for management positions.

- f. Improve recruiting approach to applicants by furnishing adequate information on positions and ensure women are not asked questions not asked of men.
  - g. Appoint a full-time Federal Women's Program Manager:

Planned for the near future. Decision is awaiting PMCD review of OEEO.

h. Stress the importance of participation in minority and women's conferences as a source of contacts for employment:

OEEO plans to continue exhibiting at conferences with the assistance of recruiters and is involving managers in these efforts.

i. Director of Central Intelligence is interested in speaking to a women's group in the future:

Federal Women's Program Manager will look for a suitable forum and so advise the DCI.

j. Utilize the Federal Women's Program Interagency Committee on Science and Engineering which is seeking to locate and encourage women in these disciplines to consider Federal employment:

Edith Schneider is one of the founding members of this group and will inform DDS&T and Office of Personnel of any possible applications to CIA.

k. Provide upward mobility opportunities to all employees GS-08 and below in compliance with Civil Service guidelines:

Presently the DCI area, DDO and DDS&T (except for NPIC) do not have formal programs available to all employees. Career development is taking place and clerical employees are being converted to professional status but on an individual basis. Upward Mobility objectives are being addressed in the 1979 EEO Plan.

- m. Appoint women to policy making positions by targeting recruiting efforts to mid and senior level positions, making special efforts to go where the women are since the traditional methods utilizing the "Old Boy Network" will not identify women.
- n. Designate a specific recruiter responsible for recruiting women for senior or mid-level positions.

## o. Utilize information available on recruitment sources for women available at the CSC Federal Women's Program Office:

FWP Office reports it does not have this information but uses the CSC Recruiting Office's material. Our Recruiting Division already has access to this data.

- p. The image of CIA projected to Congress is that of a white male organization.
- 2. The above suggestions heavily emphasize recruiting. While an adequate pool of women applicants is essential, the final hiring decision is made by the selecting official in the component. Managers are therefore the crucial element in hiring women and minorities. Much remains to be done in the area of sensitizing managers to ensure that hiring and career decisions are based strictly on job related factors.

Edith M. Schneider

Distribution:

Original - DCI via DDCI

1 - Exec Reg

1 - DDA V

1 - D/OP

2 - D/EEO

1 - PS Chrono

1 - FIRM File

|           |   | · ·                  |  |
|-----------|---|----------------------|--|
| DOT/EMBW/ | İ | of (23 Jugust 1978 - |  |

| UNCLASSIFIED   |  | ONLY  | C AND  | DECORE   | CHIFFT   | INTIAL   | harryagi<br>Marka ang ang ang ang ang ang ang ang ang an   | EC            |
|--|--|---|--|--|--|--|--|---------------|
| and the Committee of th | A GAR  | אווטכ   | JAND   | RECORD   | ) SHEEL  | to which the second ways were  |  |               |
| SUBJECT: (Optional)  |  | 1,295   | ر برده و محمد در این در ای<br>در محمد این در این  | th and   | ef. Out.   |  | ** w   |               |
| Women in CIA   |  | A Section Co.   |  |  | <b></b>  | The state of the s |  |               |
| FROM.  | A AND AND AND AND AND AND AND AND AND AN   | المرود المراجعة   | article of a second  | EXTENSION  | NO. 07   | Hilogistry -   |  |               |
| The control of the property of the state of  | 7 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -  |   | MULY   |  |  |  | t Algebra  |               |
| AD/Pers  | a principal and participal and principal and | Anna to Control of the Control  | Profesion systems (Silling)  |  | DATE   | 21061/10<br>0 AUG 1070   | and the second s |               |
|  | A Committee of the Comm | A STATE OF THE STATE OF   | distriction seem in the seem of the seem o |  |  | U AUG 1978   |  |               |
| TO: Officer designation, room nu   | mber, and  | Eti Si DA   | TF NY SE   |  |  |  |  |               |
| building)  | - de pui-  | A STATE OF STATE  | - 1 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2  | OFFICER'S  | COMMENTS   | (Number each co<br>aw a line across  | mment to show I  | Iron.         |
|  |  | RECEIVED  | FORWARDED  |  | • /  | 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1  |  | COA           |
| EO/DDA   | 元 数是 引   |   | 花花宝  |  | Jack.  |  |  |               |
|  |  |   | //>  |  | the state of the s | estioned t   | he 6.58%   | ۲iο           |
|  | A STANCE   | 2 70 VIX.O  | 101  |  | for women  | n employees  | in grades  | s 1           |
|  |  |   |  |  | in CIA.  | After much   | i research   | an            |
| ALDUA  | The state of   | 7100  | 31 400   | [  | coordina   | tion, we ha  | ive determi  | ine           |
| 3-44   | THE STATE OF THE S | Table 81.   |  |  |  | ce of the o  |  |               |
|  | C. Especia   | 1 SE  | P 1978   |  |  | this figure  | and the (  | )P            |
| WUUL   |  |   |  |  |  | of 6.2%.   | . Arr.   |               |
| 4  |  |   |  |  |  | sed raw dat  |  |               |
| BATENI)  |  |   |  |  |  | l by OP to   |  |               |
| My lesen   |  | TOTAL TOTAL   | 1 7 3  |  |  | Their compi  |  |               |
| 3.   | 7  | #2700 TX  | grad mode  | 470 0.480  | on compa<br>iii+b +ba  | ring women   | in grades  | د.ل<br>د د ه  |
| 1141   | 7.7  |   |  | 1 79   | these or   | total Agerades. OP's   | icy popula   | 110           |
|  |  | 13.7  | 1 1 2 m  | 322  | computed   | on the nu  | npor of mon  | ດວ<br>ກວກ     |
| 6.5  |  | Approximation of the control of the |  | The Garage   | these or   | ades with  | women in a   | 11011<br>11   |
|  |  |   |  | to a service of the s | grades in  | n the Agend  | v. Both  | i.<br>fio     |
| - marification and Wilder Co.  | les taja gradiši ir tili k   | 2797  |  |  | are corr   | ect, but a   | re based or  | ,<br>D        |
| 7  | The second secon |   | 7 - 1-4 3 × 1  | - 100 Marie  | differen   | t comparis   | ons. We a  | re            |
|  | The second second  | 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1   | 120 - 120 125 125 125 125 125 125 125 125 125 125  |  | what sur   | prised tha   | t the figu   | res           |
| 8  | 34.53  | ANGELIA CO  | ng na mining an didamba.<br>La residencia but sa   | 4.0  | that clo   | se.  |  |               |
|  | GAN PARTY  |   |  | -  | We ha  | ve asked E   | 30 to plea:  | se            |
| A CONTRACTOR OF THE CONTRACTOR |  | A R SE BIL  |  |  |  | te such st   |  |               |
| 9:   | A VERNISHALA.  |   |  | 227  |  | the note   |  |               |
|  |  |   |  |  |  | the Commis   |  |               |
| THE REPORT OF THE PARTY OF THE  | No.  | 1   | -  | Allegation from Administra   | new repo   | rt. Their  | data is d  | ate           |
| 10   | ***  | 125   | 3  |  |  | 7. It shows  |  |               |
|  | 420  |   |  | 7.13   | Mere wom   | pulation i<br>en. We ha  | i grades G   | o≖J<br>ov     |
| ***************************************  | 7  | 7,30  | P. A. HAR METERS   | 7161   | for the  | last 2 yea   | rs so in 1   | CIA.<br>CICCO |
|  |  | A Page  |  |  | rest of  | the Federa   | Governmen  | uaa<br>nt     |
| A STATE OF THE STA | The state of the s | Care  | 10.5%  |  | shown a  | significan   | t improvem   | ent           |
| — AudmoNic ← Adv. St., so other and a contract of the cont     | and the same   |   | The Control of Control |  | the last   | year, CIA  | is still   | ahe           |
| 12-  |  | 17.114.44<br>19.744   | and the second second  |  | Execution (  |  |  |               |
|  | 400  | 200   | - in -   |  |  |  | B. DeFelic   | e             |
| 13 20 VIII - F   | A STATE OF   |   | of the state of the  | ļ  |  |  |  |               |
| A CONTRACTOR OF THE CONTRACTOR | 30,73  |   |  |  |  |  | • "  |               |
| and the state of t | 121 . gata   | i ke i i  | : **   | 9.0  | 10   |  | -  |               |
| 14. New York Williams  | . (5.  |   |  |  | ستعمل ا  | 11   | <i>7</i>   |               |
| a transaction and a supplier of the  |  | •   |  |  | . / .  | 1/4  |  | 1             |
|  |  | 1.45%   |  |  | . •  | 1  | 10   |               |
| 15. 1 1 1 44 T   |  |   |  |  |  | L  | NOS  | (             |
|  |  |   |  |  |  | )  | 1 055  |               |
|  |  |   |  |  |  |  | 1 474.1  |               |

| .4 | UNCLASSIFIED  |  | DENTIAL   | SECRE    |
|----|---|--|-----------|----------|
|    | OFFIC   | CIAL ROUTH   | NG SLIP   |          |
| TO | NAME AND  | ADDRESS  | DATE      | 1        |
| 1  | EO/DDA  |  | 8/28      |          |
| 2  |   |  |           |          |
| 3  | A/DDA   | 8 AUG 1978   |           |          |
| 4  | * / Baddle / Bada / grain   |  |           | \\       |
| 5  | DDA   |  | 2 9 AUG 1 | 9/       |
| 6  |   |  | ,         | \[ \]    |
|    | ACTION  | DIRECT REPLY   | PREPAR    | E REPLY  |
|    | AFPROYAL  | DISPATCH   |           | HOITADHA |
|    | CONGURRENCE   | FILE   | RETURN    |          |
|    |   |  |           |          |
|    |   |  | ١.        |          |
|    | D/OP roceiv   | ed cell w/   | OCI com   | nent.    |
|    | NEW Yorks all the Market Market Constitution of the Springer Constitution (Springer). | ed eeg w/  |           | nent.    |
|    | гого н  | and the state of t | TO SENDER | DATE     |